
From: Message from the Administrator <messagefromtheadadministrator@epa.gov>
Sent: Friday, August 12, 2022 7:12 PM
To: Message from the Administrator
Subject: A Big Day for EPA



Colleagues,

This is a big day for EPA. The U.S. House of Representatives just joined the U.S. Senate in passing the Inflation Reduction Act, a bill that will have profound and positive impacts on the work we do together to protect human health and the environment.

In the earliest days of this Administration, President Biden promised the American people that we would move forward with urgency to tackle the climate crisis and advance environmental justice. He – and we – are delivering.

The Inflation Reduction Act makes the largest investment in U.S. history to fight climate change. It bolsters our energy security, helps families save money on energy costs and prescription drugs, reduces the deficit, and creates good-paying jobs.

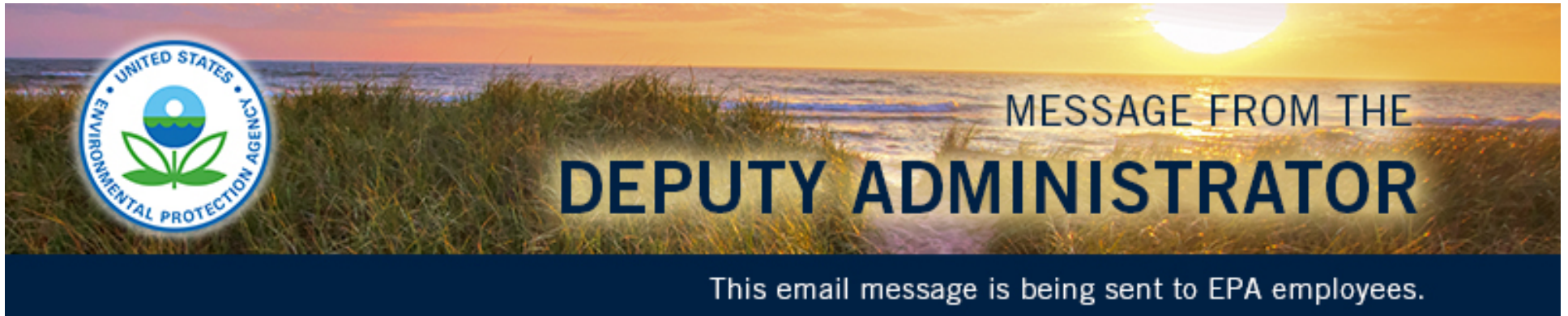
Here at EPA, the Inflation Reduction Act will direct unprecedented resources toward cleaning up harmful air pollution in places where people live, work, play, and go to school; accelerating our work on environmental justice and empowering community-driven solutions in overburdened neighborhoods; and aggressively reducing harmful climate pollution while supporting our transition to cleaner technologies and materials. We will be holding an All Hands meeting soon to talk more about what this bill means for us as an agency. You can also [read more about the bill here](#).

With the Inflation Reduction Act, the historic investments from the Bipartisan Infrastructure Law, and the work we do here every single day through our programs, regions, and labs, we are making unparalleled progress for people and the planet.

Thank you for what you do every day and what you will do tomorrow and in the future. I am so proud to be a part of this team. Let's go.

Michael S. Regan
Administrator

From: Message from the Deputy Administrator <messagefromthedeputyadministrator@epa.gov>
Sent: Friday, August 5, 2022 3:04 PM
To: Message from the Deputy Administrator
Subject: Announcing EPA's DEIA Strategic Plan



Dear Colleagues,

On June 25, 2021, President Biden signed a historic [Executive Order on Diversity, Equity, Inclusion and Accessibility in the Federal Workforce](#) that called for an ambitious whole-of-government initiative to advance equity and cultivate a workforce that draws from the full diversity of our nation.

Last August, I wrote to you that we were just beginning our efforts to develop the agency's Diversity, Equity, Inclusion, and Accessibility strategic plan called for in the EO. Today, I am proud to share with you for the first time [EPA's 2022 DEIA Strategic Plan](#).

Our plan represents the hard work of many EPA employees from across the agency. This includes the DEIA Implementation Team, the eight workgroups we commissioned to help pull the plan together, the senior leaders who supported our efforts, and all of you who provided us with your input. Though the plan does not include every idea that was put on the table (but you bet we are keeping track of all of them for consideration as we move forward!), it does contain meaningful and transformative actions and truly reflects who we are as an agency and who we want to become.

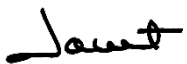
While the DEIA team was given a tall order to produce a strategic plan in less than a year, they decided that planning wasn't enough, and that we, as an agency, needed to take action right away. Below is a snapshot of some of the work we have accomplished so far this year:

- Conducted four interactive agency-wide webinars to provide EPA staff with an opportunity to provide feedback that would support the development of the agency's DEIA strategy.
- Surveyed various EPA stakeholders to obtain feedback that supports our efforts to strategize the use of data to advance the agency's DEIA goals.
- Facilitated EPA's *first-ever* Pride Flag-raising ceremony at EPA Headquarters in Washington, D.C.
- Established an SES LGBTQIA+ and Allies group.
- For the first time, conducted mandatory training for all supervisors on Unconscious Bias in the hiring process. More than 90 percent of supervisors have been trained through these efforts.
- Provided recommendations to the Executive Resource Board's Pay and Performance Committee to emphasize DEIA in SES performance agreements.
- Conducted a Schedule A Hiring Authority Webinar for managers.
- Created the [EPA Accessibility Dashboard](#).
- Hosted two agency-wide Accessibility Feedback Sessions to gather feedback about accessibility for employees and the public.
- Developed an outreach pilot with Landmark College to create employment pathways for neurodiverse students.
- For the first time, included LGBTQ+ numbers in the diversity dashboard so EPA can move closer to evidence-based decision making.
- As of this year, implemented a new policy that no longer requires job seekers to certify their salary info for general schedule positions.

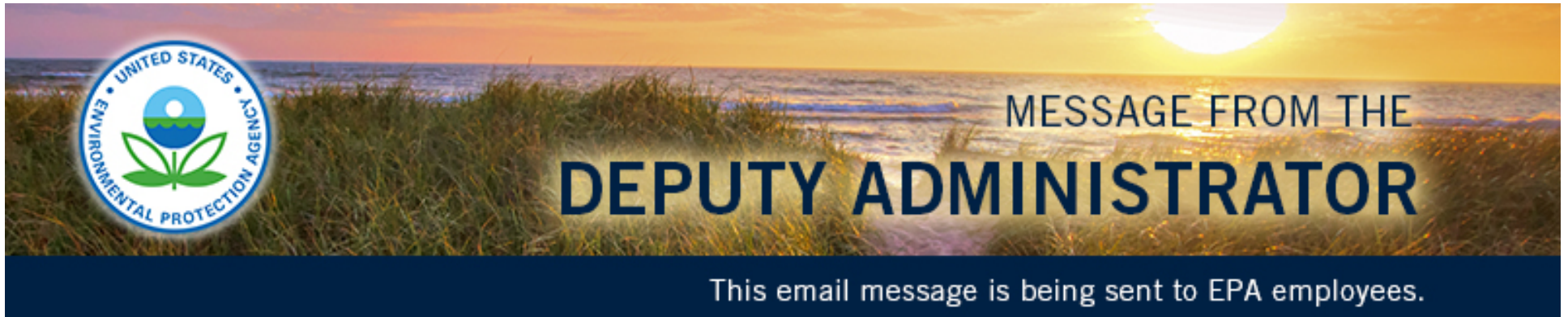
I want to express my deepest thanks and appreciation to the DEIA Implementation Team, our workgroups, and everyone else who has supported our efforts. But I also want to make it clear that we have more work to do. I'm excited to announce that I've asked Kimberly Patrick, the Deputy Assistant Administrator of the Office of Mission Support (OMS), in coordination with the Sustainability and the Accountability and Transparency Implementation Teams, to put together a new office in OMS to manage and execute our DEIA efforts. Stay tuned for more news about what will be a fast-moving process.

This work will not be easy, nor will it be quick. We cannot expect to solve our longstanding DEIA challenges in just a few months. But we can work together to set new expectations for ourselves and each other and to commit to the sustained, long-term work necessary to deliver meaningful change. Our Strategic Plan is the starting place on a journey that will last as long as our EPA careers.

Thank you for all you do to advance the mission of our agency. I am grateful for your commitment and incredibly proud to work alongside you. I will keep you up to date on our progress and our accomplishments in my future communications.



From: Message from the Deputy Administrator <messagefromthedeputyadministrator@epa.gov>
Sent: Tuesday, August 16, 2022 2:04 PM
To: Message from the Deputy Administrator
Subject: Information about the PACT Act



Dear Colleagues,

President Biden delivered on his promise to strengthen health care and benefits for America's veterans and their survivors by signing the bipartisan Sergeant First Class Heath Robinson Honoring our Promise to Address Comprehensive Toxics (PACT) Act. This legislation is one of the most significant health care and benefit expansions in the history of the Department of Veterans Affairs. I wanted to share more information about this important new legislation with all of you.

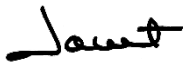
The PACT Act:

- Expands and extends eligibility for VA health care for Veterans with toxic exposures and Veterans of the Vietnam, Gulf War, and post-9/11 eras.
- Adds more than 20 new presumptive* conditions for burn pits and other toxic exposures.
- Adds more presumptive-exposure locations for Agent Orange and radiation.
- Requires the VA to provide a toxic exposure screening to every Veteran enrolled in VA health care.
- Helps improve research, staff education, and treatment related to toxic exposures.
- Survivors may also be eligible for VA benefits based on the PACT Act.

Here at EPA, I'm proud that we employ more than 1,500 Veterans. We also have a National Veterans Employment Program Manager in the Office of Human Resources, [Calvin Sowell](#). Calvin is an Army veteran, and he works with employees and hiring managers on program awareness related to military spouse initiatives, mentorship, recruitment/outreach, employment and hiring flexibilities, and retention.

If you're a Veteran or survivor, you can file claims now to apply for PACT Act-related benefits. You can also learn more about the PACT Act on [the Department of Veterans Affairs PACT Act website](#) or by calling the VA at 1-800-MyVA411. And you can also contact Calvin if you have questions about the PACT Act or other Veterans related issues.

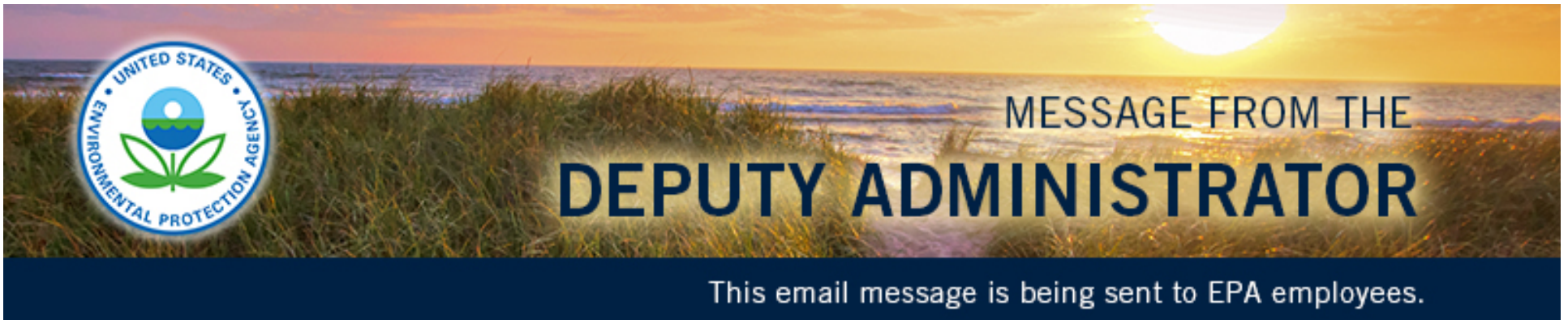
The PACT Act reflects the debt we owe our Veterans and their families. To the Veterans I'm proud to call my EPA colleagues, thank you for your service.

A handwritten signature in black ink, appearing to read "Jonathan", with a stylized flourish at the end.

Additional Information

* *What is a presumptive condition?* To get a VA disability rating, you need to prove that your service caused your health condition. But for some conditions, the VA automatically assumes (or “presumes”) that your service caused your condition. These are called “presumptive conditions.” If you have a presumptive condition, you don’t need to prove that your service caused the condition. You only need to meet the service requirements for the presumption. You can learn more at [VA.gov/PACT](#)

From: Message from the Deputy Administrator <messagefromthedeputyadministrator@epa.gov>
Sent: Thursday, August 25, 2022 4:05 PM
Subject: A Letter from President Biden on the Public Service Loan Forgiveness (PSLF) Program



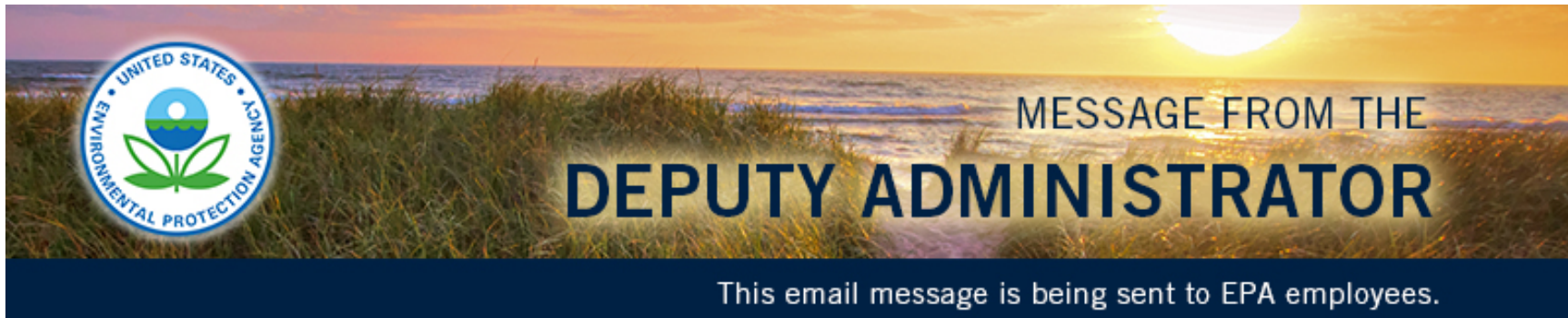
Dear Colleagues,

It is my great pleasure to share [this letter](#) from President Biden on the Public Service Loan Forgiveness program. Yesterday was the first White House Day of Action for Public Service Loan Forgiveness. We encourage you to learn more, apply and take advantage of the time-limited changes to the program that expire on October 31, 2022.

Earlier this week, we [shared details](#) about those changes and how to apply. If you have questions about the program or need support, please reach out to your [Shared Service Center](#) benefits team or visit pslf.gov for more information and a simple 3-step Eligibility Tool. EPA will host a webinar with the Department of Education about the PSLF time-limited changes. Keep an eye out for details of the webinar coming soon.

Thank you for your dedicated service.

From: Message from the Deputy Administrator <messagefromthedeputyadministrator@epa.gov>
Sent: Thursday, August 25, 2022 11:56 AM
Subject: Updated Guidance on COVID-19 Risk and Prevention



Dear Colleagues,

It's hard to believe that summer is already coming to an end. As I've traveled around the U.S. and had the privilege to meet many of you in person, I've been inspired by seeing first-hand how we are adapting to our hybrid work environment. So many employees are telling me that they are glad to be able to meet in person with their colleagues, even as they are still concerned about community transmission rates.

For the past two and a half years, the pandemic has evolved and continually reshaped our work and personal lives. This week brings even more change to how we operate in this new normal.

On August 11, 2022, the Centers for Disease Control (CDC) provided updated COVID-19 guidance, specifically about risk, prevention, post-exposure precautions, and what actions to take when individuals are sick or test positive with the virus. Based on the CDC's updates, the Safer Federal Workforce Task Force issued [updated COVID-19 Workplace Safety guidance](#) to federal agencies.

We'll share more on the Safer Federal Workforce changes and updates to EPA's [Workplace Safety Plan](#) after we review the updated guidance and have further discussions with our union partners.

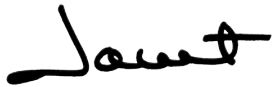
Until then, here are changes we're now implementing:

- For those enrolled in the agency [Screening Testing Program](#), testing is no longer required.
- Regardless of COVID-19 community levels, employees, onsite contractor employees, visitors, or in-person attendees are no longer required to provide information about their vaccination status. (This includes no longer using the Certification of Vaccination form for visitors, contractors, and grantees.)
- Individuals exposed to someone with COVID-19 should follow the [“Close Contact” guidance](#) for “Up-to-date on COVID-19 vaccinations,” regardless of their vaccination status. The Contact Tracing and Notification Guidance will be updated soon to reflect that the close contact guidance is now the same for everyone regardless of vaccination status.
- Programs and regions are no longer required to seek approval to host an event attended by more than 50 in-person participants in areas with HIGH COVID-19 Community Level.

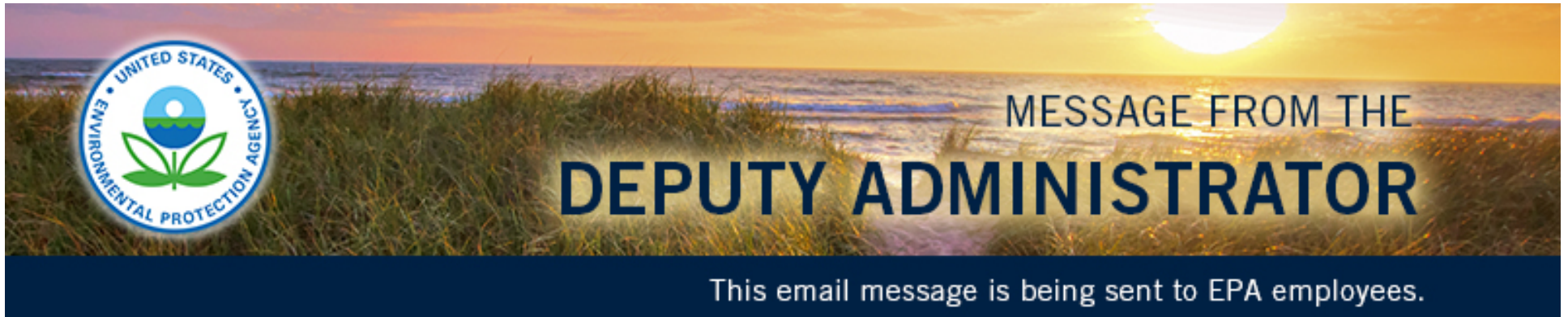
As our situation continues to evolve, I want to assure you that we remain committed to your health and safety and making sure that we can all work safely together. EPA continues to maintain [healthy indoor air](#) and take [indoor shared space precautions](#), and encourages employees to make use of [workplace flexibilities](#), such as telework, work schedules and remote work.

If you have questions, please email them to EPA_COVID-19_Coordination_Team@epa.gov.

Thank you for all your hard work and for everything that you do to protect public health and the environment.

A handwritten signature in black ink, appearing to read "Janet".

From: Message from the Deputy Administrator <messagefromthedeputyadministrator@epa.gov>
Sent: Tuesday, September 6, 2022 1:51 PM
To: Message from the Deputy Administrator
Subject: Final Publication of FY 2022-2026 EPA Strategic Plan



Dear Colleagues,

I am very excited to share with you the final publication version of EPA's [FY 2022-2026 EPA Strategic Plan \(pdf\)](#). This plan is our roadmap for the next 3 years—a public expression of our values and goals, and our path forward for the important work that you and I do every day to help create a healthier, more just environment for everyone.

The plan renews our commitment to the three foundational principles that have guided EPA's work since they were first articulated by former Administrator William Ruckelshaus—follow the science, follow the law, and be transparent. It also adds, for the first time, a fourth foundational principle: advance justice and equity.

These principles shape our strategic goals, which include a new goal focused exclusively on tackling the climate crisis and an unprecedented strategic goal to advance environmental justice and civil rights. These priorities are integrated throughout the plan's programmatic goals and cross-agency strategies—the bedrock of which is ensuring scientific integrity and science-based decision making. I hope that you take some time to review and see how your work is connected to our ambitious and important goals.

As we are nearing the end of the first fiscal year of the plan, I want to highlight some of the progress we have already made:

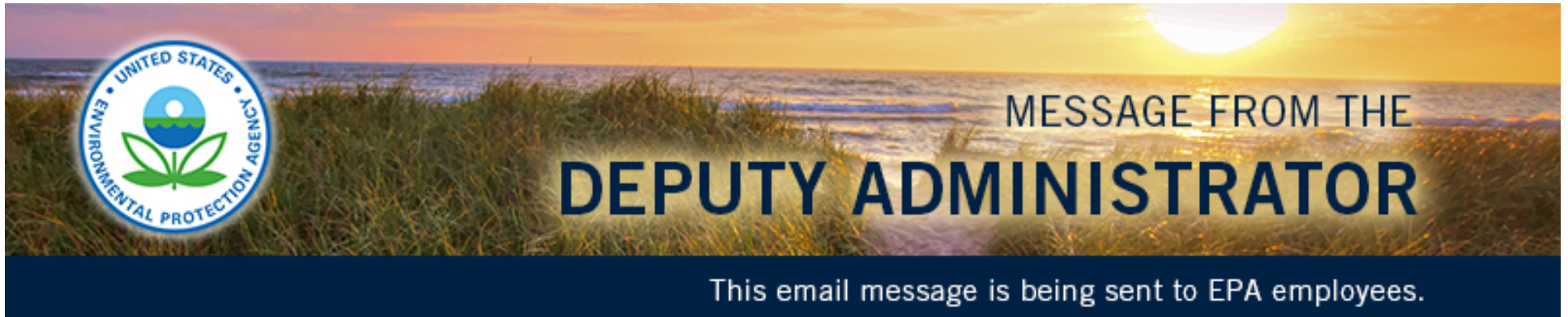
- We have taken unprecedented steps to [partner with the Department of Justice](#) to develop a comprehensive enforcement strategy that will leverage all available legal tools to secure protections for communities that have been overburdened by pollution and environmental injustices.
- We have taken key steps to tackle the climate crisis, such as issuing the most protective national greenhouse [gas emissions standards for passenger cars and light trucks ever](#) and a rule to [phase down U.S. production and consumption of the highly potent climate chemicals known as hydrofluorocarbons](#).
- All EPA program offices and regions have developed climate adaptation plans, which include actions to assist communities to become more resilient as they face the impacts of climate change.
- We are building equity, climate mitigation and resilience into our implementation of the Bipartisan Infrastructure Law, which provides historic opportunities to strengthen the nation's drinking water, stormwater, and wastewater systems and scale-up community-led brownfields revitalization.
- And all of our program offices and the regions have put in place targeted plans to implement EPA's scientific [EPA's scientific integrity policy](#), ensuring that every decision we make as an agency is based on a strong scientific foundation.

I want to thank each of you for what you do every day to contribute to achievement of our mission and agency goals. We are making progress every day, but there is still so much more to do. And the passage of the Inflation Reduction Act will provide even more opportunity and resources to address the climate crisis and public health and environmental inequities.

This is a moment like no other in history. I look forward to continuing our work together to achieve our ambitious goals and to deliver on our commitment to provide a cleaner, healthier environment for all Americans.



From: Message from the Deputy Administrator <messagefromthedeputyadministrator@epa.gov>
Sent: Tuesday, September 20, 2022 11:28 AM
To: Message from the Deputy Administrator
Subject: Final Push for Feds Feed Families – Campaign Ends September 30



Colleagues,

As the [Feds Feed Families 2022 summer food drive](#) comes to a close at the end of this month, I'd like to thank you for your generous giving thus far to alleviate hunger. Your efforts over the years have resulted in hundreds of thousands of pounds of donated food from EPA. This is a huge accomplishment. This year, we are a quarter of the way toward our goal of 450,000 pounds of food, which means we still have much more to do.

Please view a quick video message from me as we make a final push to meet our 2022 goal!



Your in-kind donations of food and time, as well as monetary donations, truly help fulfill the need of the many people who face food insecurity. Thank you for everything you do every day to protect human health and the environment and for your participation in the Feeds Fed Families campaign.

Janet

From: Message from the Administrator <messagefromtheadadministrator@epa.gov>
Sent: Friday, September 30, 2022 3:50 PM
To: Message from the Administrator
Subject: EPA's commitment to Equal Employment Opportunity



Dear Colleagues,

The EPA is committed to a workplace free of discrimination. As Administrator, I am honored to reaffirm the agency's commitment to the principles of equal employment opportunity in the workplace.

The EPA will not tolerate discrimination based on race, color, religion, sex (including pregnancy, sex stereotyping, gender identity, gender expression or transgender status), national origin, sexual orientation, physical or mental disability, age, protected genetic information, status as a parent, marital status, political affiliation, or retaliation based on prior protected equal employment opportunity (EEO) activity. In addition, the EPA will not permit harassment – sexual or nonsexual – of any employee or applicant for employment. The EPA must make employment decisions in accordance with merit system principles contained in [5 U.S.C. §2301](#).

EPA management is expected to provide first-class leadership in supporting its EEO program by taking steps to promote EEO in all facets of employment, including recruitment, hiring, retention, promotion, performance assessment, awards, and career-development opportunities. All EPA employees, including managers and staff, must take responsibility for reporting and addressing discriminatory conduct and preventing all types of discrimination, including workplace harassment.

Employees or applicants for employment who believe they were subjected to discrimination and elect to seek redress for discrimination must initiate the EEO complaint process within 45 calendar days of the alleged discriminatory event by contacting the EPA's Office of Civil Rights at (202) 564-7272 or an EEO Officer at the regional or laboratory level. See also [29 C.F.R. Part 1614, Federal Sector Equal Employment Opportunity](#) and EPA Order 1000.31A4, [Discrimination on the Basis of Status as a Parent, Marital Status, or Political Affiliation](#).

Persons who believe the agency has subjected them to workplace harassment can review [EPA Order 4711, Procedure for Addressing Allegations of Workplace Harassment](#), for information on how to report allegations of workplace harassment.

To resolve workplace disputes and EEO complaints, the EPA promotes the use of alternative dispute resolution (ADR) methods. Managers are reminded that their participation in agency-approved ADR efforts to resolve informal EEO complaints is required absent extraordinary circumstances as determined by the Director of the Office of Civil Rights or designee.

EPA recognizes that commitment to EEO principles and practices provides a workplace that strengthens employees' dedication to the agency's mission to protect human health and the environment.

Michael S. Regan
Administrator

From: Message from the Administrator <messagefromtheadadministrator@epa.gov>
Sent: Friday, September 30, 2022 2:01 PM
To: Message from the Administrator
Subject: Workplace Harassment Zero-Tolerance Policy



Dear Colleagues,

The U.S. Environmental Agency attracts skilled and talented individuals dedicated to our mission to protect human health and the environment. All of them deserve – and should expect – a workplace free of harassment. The EPA maintains a zero-tolerance policy for any form of workplace harassment or discrimination. As Administrator, I am deeply committed to this longstanding and important policy.

Harassment based on race, color, religion, sex (including pregnancy, gender stereotyping, gender identity, gender expression or transgender status), national origin, sexual orientation, disability, age, protected genetic information, status as a parent, marital status, political affiliation, or prior protected equal employment opportunity (EEO) activity is prohibited. In addition, the EPA will not tolerate other types of harassment based on conduct that is threatening, intimidating, or bullying.

[EPA Order 4711](#) (PDF), Procedure for Addressing Allegations of Workplace Harassment, provides details about the EPA's administrative process for reporting, promptly inquiring, and, as-needed, taking immediate and appropriate action to address complaints of harassment. Affected persons* should report harassment of any kind to their first-line supervisor immediately. If the first-line supervisor is the alleged harasser, the affected person should report the harassment to a higher-level supervisor in the person's chain of command or to an EPA human resources official.

Affected persons should know that complaints of harassment are kept confidential to the extent possible. Further, it is illegal to retaliate against affected persons for engaging in EEO protected activity, which includes participating in the complaint process identified in EPA Order 4711. For questions related to EPA Order 4711, please contact the EPA Office of Human Resources at (202) 564-4606.

I expect all Assistant Administrators, Associate Administrators, Regional Administrators, their deputies, and other senior executives and managers to be familiar with the procedures outlined in EPA Order 4711. Additionally, I expect that all individuals who work at the EPA will not engage in or be subjected to unlawful and prohibited harassment.

The procedures in EPA Order 4711 are separate and independent of the EEO process. Affected persons who file a harassment complaint under EPA Order 4711 may also use the EEO discrimination complaint process to file a complaint of harassment based on membership in a protected EEO class identified in [29 CFR §1614.101](#). To invoke the EEO process, an affected person must contact the Office of Civil Rights within 45 calendar days of an alleged incident of harassment. For questions related to the EEO complaint process, please contact the [EPA Office of Civil Rights](#) at (202) 564-7272.

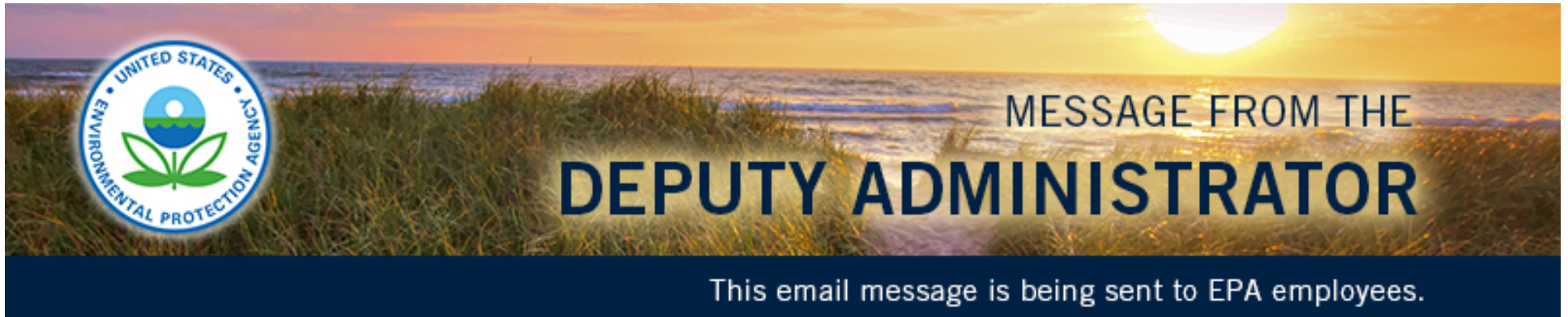
Affected persons who want to learn more about the EPA's anti-harassment policy and procedures can view the Anti-Harassment Procedures Training for EPA Employees on the FedTalent webpage.

We must work together to continue to foster a safe and productive workplace. Thank you for your continued commitment to ensuring the EPA workplace is free of unlawful and prohibited harassment.

Michael S. Regan
Administrator

* An affected person is defined in EPA Order 4711 as follows: federal employee, an applicant for employment, a grantee employee, a contractor employee, an EPA Federal Advisory Committee Act member, a Senior Environment Employee enrollee, a student volunteer or intern, or a Public Health Service Officer who believes he or she has been subjected to harassment in the course of his or her employment or performance of agency-related functions.

From: Message from the Deputy Administrator <messagefromthedeputyadministrator@epa.gov>
Sent: Thursday, September 22, 2022 5:13 PM
To: Message from the Deputy Administrator
Subject: Celebrating the Re-dedication of the Rachel Carson Great Hall



Colleagues,

I invite you to join Region 5 Administrator Debra Shore and me, along with EPA's Women in Science and Engineering (WISE), on [Tuesday, September 27th at 10:00 a.m. EDT](#) as we celebrate the re-dedication of the Rachel Carson Great Hall on the 3rd floor of the William Jefferson Clinton Building at EPA Headquarters.


For staff working in Washington, D.C., please join us in person for this special event. Our colleagues in the regions and working remotely can join on [MS Teams](#).

We are honored to be joined at this event by Mark Madison, Ph.D., the Historian for the U.S. Fish and Wildlife Service (USFWS) who oversees their Museum and Archives, located at the National Conservation and Training Center in Shepherdstown, West Virginia. The USFWS Museum houses a significant exhibit featuring Rachel Carson items from her 16 years of federal service. Mark will share with us his deep knowledge about the life and work of Rachel Carson.

Rachel Louise Carson (1937-1964) was an American marine biologist, ecologist, professor and author. She was born in Springdale, Pennsylvania and educated at the former Pennsylvania College for Woman and Johns Hopkins University. In addition to teaching ecology at the University of Maryland, Carson was an aquatic biologist for the U.S. Bureau of Fisheries and its successor the U.S. Fish and Wildlife Service.

Carson's writings include *Under the Sea Wind*, *The Sea Around Us*, and *The Edge of the Sea*, for which she was awarded the 1952 National Book Award for non-fiction. Rachel Carson is best known as the author of *Silent Spring* in which she questioned the use of chemical pesticides and stimulated the modern environmental movement. On display Tuesday we will have a first edition copy of *Silent Spring* which is one of the artifacts in the National Environmental Museum and Education Center slated to open in the Fall of 2023, right here at EPA in Washington, D.C.

Through her writings and work, Rachel Carson educated and inspired generations of people, including me, to do what they could to protect the living world and all its creatures. I hope you can join us as we honor her legacy and officially transform the Green Room into its rightful place as the Rachel Carson Great Hall.

A handwritten signature in black ink, appearing to read "Janet", with a stylized, flowing script.

Accessibility Information: EPA will provide Communication Access Real-time Translation (CART captioning), ASL (American Sign Language) interpreters, and CLTs (Cued Language Translators). For these features please join via [Zoom for Accessibility](#) (Meeting ID: (b) (6) [REDACTED]). For ASL and CLT, please "pin" the camera feed in the Teams meeting for the service provider(s) you require. For CART services, please click on the "CC" button. If you need technical assistance on the day of the event, please contact your local IT helpdesk. Separately, if you require a disability accommodation, please contact OCR's Reasonable Accommodations Program at disabilityaccommodations@epa.gov.

From: Message from the Administrator <messagefromtheadadministrator@epa.gov>
Sent: Thursday, October 6, 2022 3:31 PM
To: Message from the Administrator
Subject: EPA Honors National Hispanic Heritage Month



Dear Colleagues,

Every year, from September 15th to October 15th, we celebrate National Hispanic Heritage Month and honor the many ways in which the Hispanic community has irrevocably shaped and strengthened our nation.

In September, President Biden issued the annual [Proclamation on National Hispanic Heritage Month](#), saying in part, “Hispanic heritage holds an indelible place in the heart and soul of our Nation, and National Hispanic Heritage Month reminds us that the American identity is a fabric of diverse traditions and stories woven together. Since the beginning, our country has drawn strength and insights from Hispanic writers, scientists, soldiers, doctors, entrepreneurs, academics, and leaders in labor and government. Our culture has been enriched by the rhythms, art, literature, and creativity of Hispanic peoples. And our deepest values have been informed by the love of family and faith that is at the core of so many Hispanic communities. All of these contributions help us realize the promise of America for all Americans.”

Realizing the promise of an “America for all Americans” is essential to EPA’s mission. It’s what we strive for in our work to elevate environmental justice, to protect civil rights, and to open the door of opportunity for all people by creating healthier places for our children to live, learn and play; and it’s why I am so proud to work at this agency and to work alongside all of you.

This year's theme, **Unidos: Inclusivity for a Stronger Nation**, encourages diversity in perspectives and welcomes a variety of ideas, ensuring that everyone has a seat at the table. Inclusivity builds stronger communities, and diversity is one of our Nation's greatest strengths. At the EPA, these are values we cherish and commit ourselves to uphold. As I travel across the country and meet with folks who are directly impacted by EPA's work, these values take on even greater meaning.

In July, I traveled to Puerto Rico as part of our Journey to Justice tour and saw firsthand the devastating impacts of Hurricane Maria. But I also witnessed the strength and resilience of communities who were doing their best to recover and rebuild. Today, our hearts are with those same communities who are now grappling with the aftermath of Hurricane Fiona. We stand united with the people of Puerto Rico and others across this country who have been impacted by recent storms. EPA is committed to protecting the health and wellbeing of all people, especially those who've struggled to have their voices heard and concerns addressed.

There is no greater priority for me than ensuring that all people have clean air to breathe, clean water to drink, and the opportunity to lead a healthy life. Last month, I was so proud to launch EPA's new Office of Environmental Justice and External Civil Rights (EJ/ECR). Through this action, we are solidifying our commitment and embedding environmental justice and civil rights into EPA's DNA.

May we spend the remainder of National Hispanic Heritage Month celebrating the progress we've made together and acknowledging the road ahead in the fight for true justice and equity for all Hispanic Americans.

For this year's celebration, we are so honored to be joined by Mabell Dieppa a Puerto Rican journalist who has worked as a Senior Entertainment producer for the Univision television network since 2002. In that role, Dieppa leads entertainment affairs for the highest rated and oldest news-magazine show in the U.S. Hispanic market. She also supervises entertainment teams in the United States, Latin America, Europe and the Caribbean. We are looking forward to an engaging conversation.

Please join us on October 13th from 12 noon to 1 p.m. ET on [MS Teams](#).

As we continue to celebrate in the coming weeks, please join me in uplifting our Hispanic colleagues and honoring a rich heritage that has helped build our Nation.

¡Feliz Mes de la Herencia Hispana!

Michael S. Regan
Administrator

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require. For CART services, please click on the “CC” button. If you need technical assistance on the day of the event, please contact your local IT helpdesk. Separately, if you require a disability accommodation, please contact OCR's Reasonable Accommodations Program at disabilityaccommodations@epa.gov.

From: Message from the Administrator <messagefromtheadadministrator@epa.gov>
Sent: Friday, October 7, 2022 3:56 PM
To: Message from the Administrator
Subject: Recognizing Indigenous People's Day



Dear Colleagues,

This Monday, we will celebrate Indigenous People's Day. Since time immemorial, American Indians, Alaska Natives, and Native Hawaiians have built vibrant and diverse cultures — safeguarding land, language, spirit, knowledge, and tradition across generations. On Indigenous Peoples' Day, our Nation celebrates the invaluable contributions and resilience of Indigenous peoples, recognizes their inherent sovereignty, and commits to honoring the Federal Government's trust and treaty obligations to Tribal Nations.

From day one, the Biden-Harris Administration has been committed to respecting Tribal sovereignty, honoring the federal trust responsibility, and strengthening our nation-to-nation relationship. This commitment is key to EPA and our mission to protect human health and the environment while delivering justice and equity for all.

Every day we work across the agency to uphold these values, and last year, in our strategic plan EPA recommitted to addressing environmental injustices that we know present unique and disproportionate challenges for Indigenous peoples and their communities. I've also been honored to visit Tribal Nations during my travels across the country, and I look forward to continuing to build partnerships with Tribal communities.

On behalf of EPA, I'm proud to recognize Indigenous People's Day and celebrate our Indigenous colleagues who work alongside us every day.

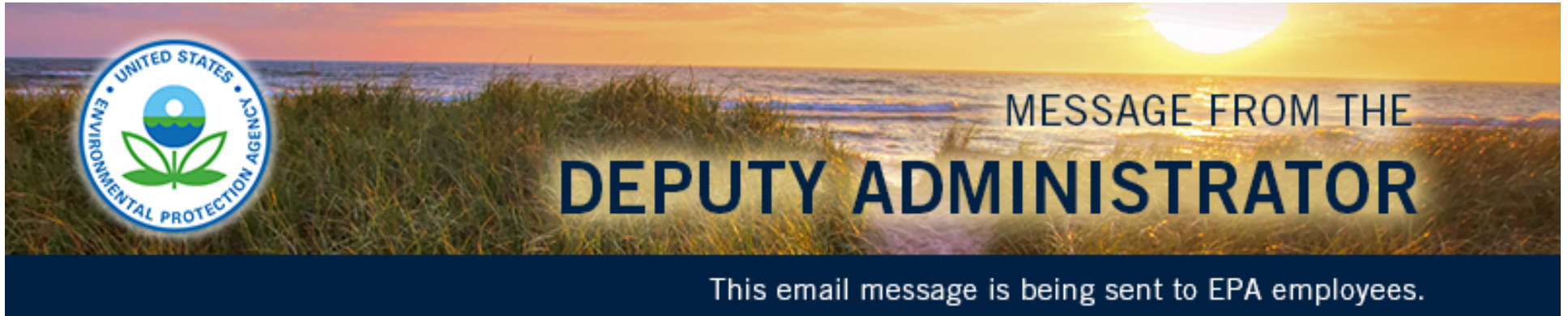
To learn more about Indigenous People's Day and its origins, please visit the [Smithsonian's National Museum of the American Indian](#) website for additional information.

I hope you are able to enjoy time with the ones you love this Columbus Day and Indigenous People's Day weekend.

Thank you for all that you do.

Michael S. Regan
Administrator

From: Message from the Deputy Administrator <messagefromthedeputyadministrator@epa.gov>
Sent: Tuesday, October 11, 2022 4:41 PM
To: Message from the Deputy Administrator
Subject: Welcome to the 2022 Combined Federal Campaign!



Dear colleagues,

Since the establishment of the Combined Federal Campaign (CFC) by President Kennedy in 1961, the generous federal community has come together to raise over \$8.6 billion for local, national, and international charities. It is my pleasure to announce that the 2022 CFC season is here and to offer my support for this historic and world-changing campaign. From now until January 14, 2023, federal employees can give back by donating to a CFC charity of their choice.

This year the Office of the Chief Financial Officer is leading the agency's CFC effort. In October, OCFO will host the CFC kick-off event where you can learn about how you can be the face of change. Additional details about this event will be shared soon.

The online giving system is my favorite way to give—it is safe, green, and makes it easy for me to renew my pledge each year with just a few clicks. The CFC also offers a Mobile Giving App for those who want to use their phone to give. Paper pledge forms are available to print, complete, and send to the pledge processing center.


Here are some reasons I believe the CFC campaign is one of the best ways to make a positive impact:

- You can give through **payroll deduction**. Designate recurring gifts from each paycheck for a greater impact over time.

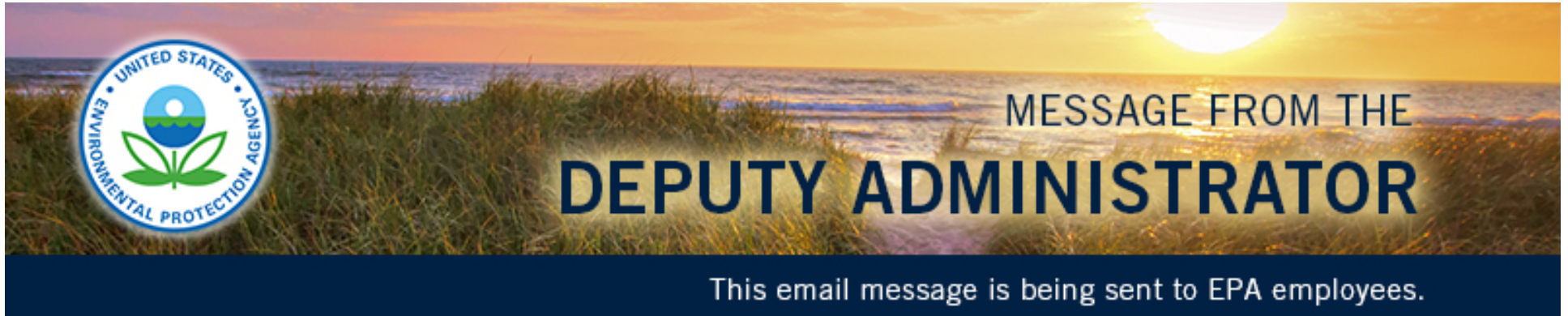
- You can give to **multiple, vetted charities**. Make all of your charitable donations and pledge volunteer hours in one place.
- Our gifts have **collective impact**. The world is a better place when changemakers like us give together.

Be on the lookout for different ways you can be involved in the CFC campaign this year—whether it's through donating, volunteering, engaging at events, or sharing your story. You can be the face of change at GiveCFC.org. Your designated CFC Keyworker, within your Program Office or Region, will reach out to you to raise awareness and inspire us to think about the causes we care about and how "You Can Be the Face of Change" to benefit those causes. They also will be the person in your office who can answer your questions about how to participate or will know where to go to find the answers. For more information on the campaign or donating, please contact EPA CFC Campaign Manager, [Jaypee Mason](#).

Thank you! I look forward to changing the world with you through the 2022 CFC Campaign.

A handwritten signature in black ink, appearing to read "Jaypee", with a stylized flourish at the end.

From: Message from the Deputy Administrator <messagefromthedeputyadministrator@epa.gov>
Sent: Wednesday, October 12, 2022 4:23 PM
To: Message from the Deputy Administrator
Subject: New Future of Work Workgroup



Dear Colleagues,

I hope everyone is starting to enjoy some fall weather, if you have fall weather where you are, and that you were able to take some kind of a break over the summer. Lots has been happening at EPA, thanks to all of you and your hard work, including welcoming hundreds of new employees into EPA's regions and headquarters offices.

Our new employees are joining us in our new hybrid work environment, which we are building together and learning every day how to make it work as well as it can for staff and managers, recent hires, and seasoned personnel. That learning and, I hope, improving will continue as we move forward, together.

And speaking of moving forward, I wanted to share that we have launched a new workgroup called: EMC-**FOR**ward (FOW-Future of Work). This new group functions as a part of the agency's Executive Management Council and is focused on exploring future opportunities and challenges facing the agency and positioning the agency to address them in an effective, forward-thinking manner. EMC-**FOR**ward is led by the Office of Mission Support and includes senior leaders from across the agency, as well as representation from the Firstline Supervisors Group (FLAG), and the agency's DEIA Executive Group. EMC-**FOR**ward will be critical in ensuring that the agency's workforce, workplace, and work are aligned with future needs.

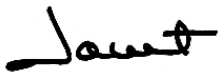
We are committed to engagement and feedback from everyone, including our union partners, whose ideas and perspectives have shaped many of our existing Future of Work policies. As we venture forward, whether through engagement with our union partners or through your direct feedback we will consider your voices. In April, I invited you to [share your input with us](#) through a series of short, anonymous “Snapshot” surveys (<10 questions). And we [shared the results](#) of that survey in July.

Now that time has passed and we have settled into our hybrid work environment, you may have some different views about how things are going. So, we thought it was time to kick off a second round of [surveys](#) (please connect to the VPN to access the survey). We are asking for your responses by close of business **Friday, October 21**.

If you filled out the survey in April, you’ll probably feel a bit of déjà vu when you open this one because we are using the exact same set of questions. This is intentional (don’t worry!) and is done so that we can directly compare where we were in April to where we are today.

Your input, as always, is incredibly important to us and will allow us to shape our future of work at EPA. We will share the results of the surveys with everyone after the survey is complete. If you have any questions about this effort, please contact Cory Wagner (wagner.cory@epa.gov).

As always, thank you for all your hard work and everything you do to carry out the mission of EPA. I am so proud of the work that we do together and all we have accomplished.

A handwritten signature in black ink, appearing to read "Jant", with a stylized, cursive-like script.

From: Message from the Administrator <messagefromtheadadministrator@epa.gov>
Sent: Thursday, October 13, 2022 1:55 PM
To: Message from the Administrator
Subject: Commemorating Children's Health Month



Dear Colleagues,

Every October we commemorate Children's Health Month and spotlight the work EPA is doing to protect the health of children at all stages of life. Because of their differences in behavior and biology, children are one of the most vulnerable groups at risk from exposure to pollutants. Protecting all people and all communities from environmental harm is central to all of our work at EPA--especially those most at risk. For Children's Health Month this year, EPA launched an updated [webpage](#) to share important resources about children's environmental health and we are looking forward to furthering our mission to protect children through several exciting and meaningful initiatives:

- EPA's Clean Bus Program will give schools \$5 billion over the next 5 years to replace existing diesel school buses with zero-emission and low-emission models. Traditional vehicles that rely on internal combustion engines emit toxic pollutants into the air and are harmful to human health and the environment.
- The Inflation Reduction Act will provide \$50 million to support grants and technical assistance that will improve indoor air quality in schools.
- Approximately \$2 million of American Rescue Plan funds were distributed to schools in communities disproportionately impacted by environmental or public health hazards.

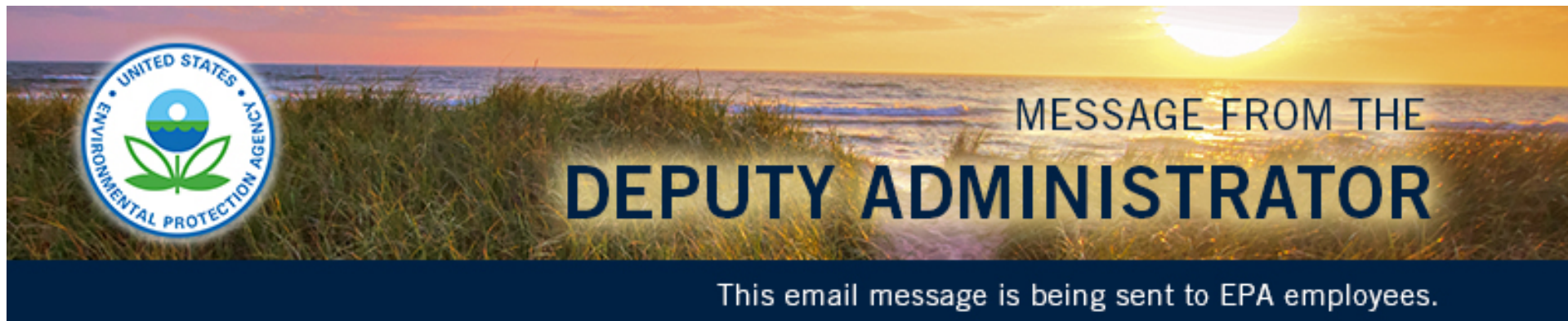
- Winners were selected for [EPA's Let's Talk About Heat Challenge](#), a prize competition focused on innovative communication strategies to warn people of the risks of extreme heat and provide solutions on how to keep safe during the hottest days. A variety of projects will target families, students, and childcare workers.
- EPA published revised factsheets on climate change to explain its impacts on [maternal](#) and [children's](#) health.

This year, EPA celebrated 25 years of protecting children. In 1997, EPA established the Office of Children's Health Protection and later that year, on April 23, 1997, President Bill Clinton signed [Executive Order 13045, Protection of Children from Environmental Health Risks and Safety Risks](#). Executive Order 13045 required the federal government to "ensure that its policies, programs, activities, and standards address disproportionate risks to children that result from environmental health or safety risks." To this day, OCHP remains the only office in the federal government focused on the protection of children's environmental health.

As we celebrate Children's Health Month at EPA, thank you for all you do to ensure that every child across the country has a safe and thriving place to live, learn and play.

Michael S. Regan
Administrator

From: Message from the Deputy Administrator <messagefromthedeputyadministrator@epa.gov>
Sent: Friday, October 28, 2022 4:31 PM
To: Message from the Deputy Administrator
Subject: Protect high-risk communities through Lead Poisoning Prevention



Dear Colleagues,

As we close out the 10th annual [International Lead Poisoning Prevention Week \(LPPW\)](#), I want to celebrate the critical work that so many of you are doing to protect children's health and to raise awareness about the dangers of lead. [Please watch my message on National Lead Poisoning Prevention Week.](#)

Thanks to research efforts conducted right here at EPA and throughout the world we know that kids are exposed to lead through many sources including paint, soil, water, and air emissions. We also know that kids who are exposed to lead can suffer serious adverse health impacts and challenges that last into adulthood.

Over the past few decades, we have made great progress to reduce lead exposure to children, and thankfully blood lead levels in children ages 1-5 have decreased by 95 percent in 2015-2016 compared to 1976-1980. That dramatic improvement was primarily due to the elimination of leaded gasoline. Unfortunately, the remaining sources of lead exposure have proven very difficult and expensive to address.

And not everyone has benefited equally from these improvements. A [recent study](#) found that Black children living below the poverty level in the United States are four times more likely to have elevated levels of lead in their blood as poor white or Hispanic children. Lead-poisoned children are more likely to [struggle academically, drop out of school, become involved in the criminal justice system, and earn less income over their lifetimes](#), as well as have high blood pressure, heart disease, and reduced fertility.

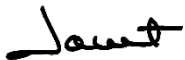
That's why the Biden-Harris Administration and Administrator Regan and I are so committed to embedding environmental justice into every single one of our decisions. It is also why we are so proud to celebrate the release of, and your work on, the [Strategy to Reduce Lead Exposures and Disparities in U.S. Communities](#) a forward-looking plan to strengthen public health protections and address legacy lead contamination for communities with the greatest exposures.

Together with once-in-a-generation funding from the Bipartisan Infrastructure Law and the Inflation Reduction Act, this is our moment to make a real and lasting difference in every single community with a strong emphasis on overburdened communities who have been overlooked for far too long.

EPA's Lead Strategy builds on the goals and objectives set forth in the Federal Action Plan to Reduce Childhood Lead Exposures and Associated Health Impacts (Federal Lead Action Plan) published in 2018. The strategy goes beyond the Federal Lead Action Plan's emphasis on children's health to focus on EPA's efforts to address racial and socioeconomic disparities of lead exposures in communities. The strategy also reinvests and advances the Biden-Harris Administration's whole-of-government approach to tackle sources and exposures to lead in communities with environmental justice concerns.

Together, and working with willing partners, we will get lead service lines out of American neighborhoods. We will train workers on how to remove lead-based paint in a way that is safe for them and for residents. We will educate moms and dads about the dangers and sources of lead poisoning, how to reduce the risk, and the importance of having their children tested. We will clean up lead-contaminated soil in neighborhoods across the country. We can do this.

I'm excited to see the outcome of this work as well as the actions of the Lead Strategy implemented. Thank you all for your continuous work to raise awareness about and address this complex challenge for the American people.



From: Message from the Administrator <messagefromtheadadministrator@epa.gov>
Sent: Wednesday, November 2, 2022 2:53 PM
To: Message from the Administrator
Subject: Native American Heritage Month



Dear Colleagues,

During the month of November, we commemorate Native American Heritage Month – a time to celebrate the culture, heritage, and countless contributions of American Indians and Alaska Natives. I’m particularly grateful for the opportunity to recognize EPA’s American Indian and Alaska Native staff and to thank them for their work to protect human health and the environment.

At EPA, honoring the government-to-government relationship and advancing a strong partnership with Tribes is central to how we administer our programs and advance environmental justice and equity. Every day, we work across the agency to build and strengthen these Tribal relationships, and American Indian and Alaska Native employees are central to these efforts. I’ve been honored to visit parts of Indian country as Administrator and have learned first-hand how this year’s theme, “**Celebrating Respect, Culture and Education**” reflects what we see in practice. American Indian and Alaska Native communities are resilient, and traditional teachings and practices have been central to that resiliency.

On October 31, 2022, President Biden issued a [Proclamation on Native American Heritage Month, 2022](#), saying in part, “During National Native American Heritage Month, we celebrate Indigenous peoples past and present and rededicate ourselves to honoring Tribal sovereignty, promoting Tribal self-determination, and upholding the United States’ solemn trust and treaty responsibilities to Tribal Nations.” On November 30 and December 1, President Biden will be hosting the Tribal Nations Summit at the Department of the Interior. The Biden-Harris Administration is

deeply committed to honoring our trust and treaty responsibilities to federally recognized Tribes, and the Summit provides an opportunity for Tribal leaders to engage directly with officials from the highest levels of the Administration.

I invite you to join the EPA's national celebration of Native American Heritage later this month. More information on this year's event will be shared soon. You may also find more events and resources for Native American Heritage Month by visiting the [Native American Heritage Month](#) website.

As we look forward to a month of commemoration, please join me in uplifting our American Indian and Alaska Native colleagues who work alongside us every day. We're so grateful to honor the richness of Native American heritage, and we look forward to the coming weeks of celebration, reflection, and education.

Michael S. Regan
Administrator

From: Message from the Administrator <messagefromtheadministrator@epa.gov>
Sent: Tuesday, November 8, 2022 5:19 PM
To: Message from the Administrator
Subject: Veterans Day Commemoration



Dear Colleagues,

Every year on November 11th, we take time as a Nation to honor the brave men and women who have served in the US Armed Forces to protect and defend the freedoms we all enjoy. As the son of a Vietnam veteran, I understand the sacrifices veterans make to protect us all, and we owe them a tremendous debt of gratitude for their bravery and patriotism.

This year we will commemorate Veterans Day at EPA by raising the POW/MIA flag at headquarters, for the first time in our 50-year history, and I'm committed to continuing this practice annually in honor of the servicemembers whose fates were never accounted for during wartime.

On Thursday November 10th, EPA staff who represent all branches of service—including Carol Baillie, former member of the United States Coast Guard, Wes Carpenter, former member of the United States Navy, Danielle Cole, former member of the United States Marine Corps, Nigel Simon, former member of the United States Army National Guard, and Anita Thompkins, former member of the United States Air Force—will proudly raise the flag. Please join us in the Rachel Carson Room at 10:00 a.m. ET for our ceremony of commemoration. Please [mark your calendars](#). You can also join on [Microsoft Teams](#).

EPA proudly supports our veterans and this year, in partnership with the Department of Defense, we will sign a memorandum of understanding on SkillBridge—a program that connects active-duty Service members with career internships near the end of their military service. More

information on this program is coming soon and we encourage everyone to learn about this important recruitment and hiring opportunity. EPA's Office of Small and Disadvantaged Business Utilization is also prioritizing increasing opportunities and support for veteran-owned businesses.

President Biden and this Administration stands with our veterans, and we are working every day to ensure that they have the support and resources they deserve. The Bipartisan Infrastructure Law will create millions of good-paying jobs for our veterans, including veteran women and LGBTQ+ identifying veterans.

I encourage everyone to take a moment this Friday, and every day, to reflect on the sacrifices our veterans and their families have made. May we never take for granted our freedoms that are built on their service, and may we recommit to our sacred obligation as a Nation to always honor and uplift the brave people who served our country.

Happy Veterans Day!

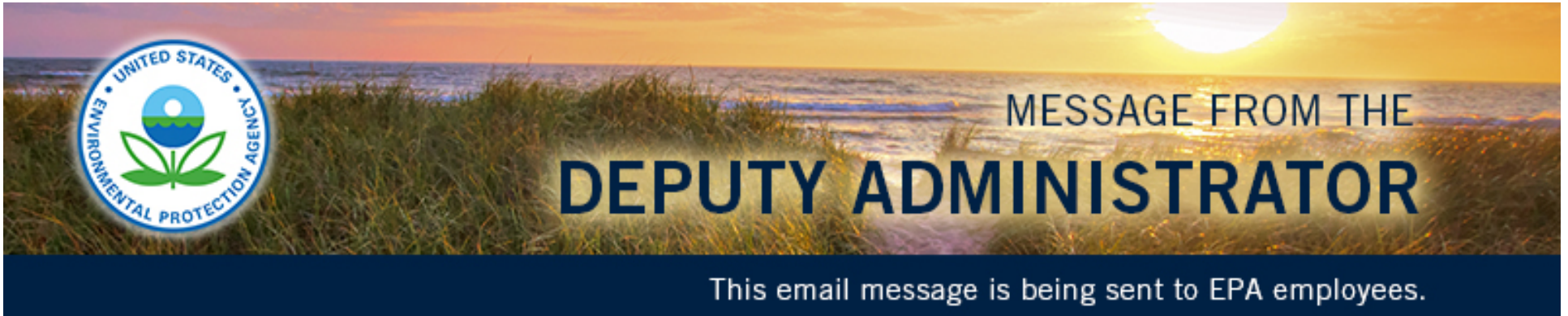
Michael S. Regan
Administrator

Accessibility Information: EPA will provide Communication Access Real-time Translation (CART captioning), ASL (American Sign Language) interpreters, and CLTs (Cued Language Translators). For ASL and CLT, please "pin" the camera feed in the Teams meeting for the service provider(s) you require. For CART services, please click on the "CC" button. If you need technical assistance on the day of the event, please contact your local IT helpdesk. Separately, if you require a disability accommodation, please contact Reasonable accommodations at disabilityaccommodations@epa.gov.

Please note, the Teams meeting has a 1,000 participant limit for full access to the platform (including the chat, reactions and all the camera feeds). Anyone joining the event after that will be placed in "view only" mode and will only be able to watch the active speaker and will not have access to the rest of the meeting platform. We will be recording the event and will make it available as soon as possible.

Please log-off the VPN before you join the meeting.

From: Message from the Deputy Administrator <messagefromthedeputyadministrator@epa.gov>
Sent: Thursday, November 10, 2022 11:26 AM
To: Message from the Deputy Administrator
Subject: 2022 Employee Viewpoint Survey Results



Dear Colleagues,

Every day is an opportunity to become a better version of ourselves. That is the mindset that I take in my life and in my role as Deputy Administrator of EPA. So, every year I look forward to the results of the Employee Viewpoint Survey—not just to see where employees feel we are doing well, but also to see what we can do to better serve and support all of you.

This year, I've had the privilege of visiting every region and many of the Headquarters offices. I've also had the honor of speaking with many individual employees. If you ask my staff, they will tell you that these visits and calls almost always put a smile on my face, and they remind me just how hard everyone is working and how important it is for me to slow down and just listen.

So, to say I am excited for the U.S. Office of Personnel Management to release the [2022 Federal Employee Viewpoint Survey results](#) this week would definitely be an understatement.

As many of you know, the EVS is an annual, organizational survey administered to the federal workforce providing agencies a snapshot of how their employees view their current work environment. It helps us learn how you feel about the agency's leadership, your own experiences, and what we can do to make EPA the best possible place to work.

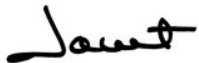
If you were one of the 55% of eligible employees who completed the survey, thank you! I appreciate that you took the time to provide your honest feedback. We need to hear your voices.

This year, I was pleased to see that employees responded positively 78% and 74%, respectively, on the Employee Engagement and Global Satisfaction Indices. We also had high marks on the Performance Confidence Index with 90% of employees responding positively to their work quality and the work of their organizations. I am also really proud of our work on the newly added Diversity, Equity, Inclusion and Accessibility Index with 77% of employees responding positively to questions about perceptions of fairness, accessibility, and workforce diversity. These are encouraging numbers, but they also show plenty of room for improvement, and we need to make sure we understand the data as fully as possible.

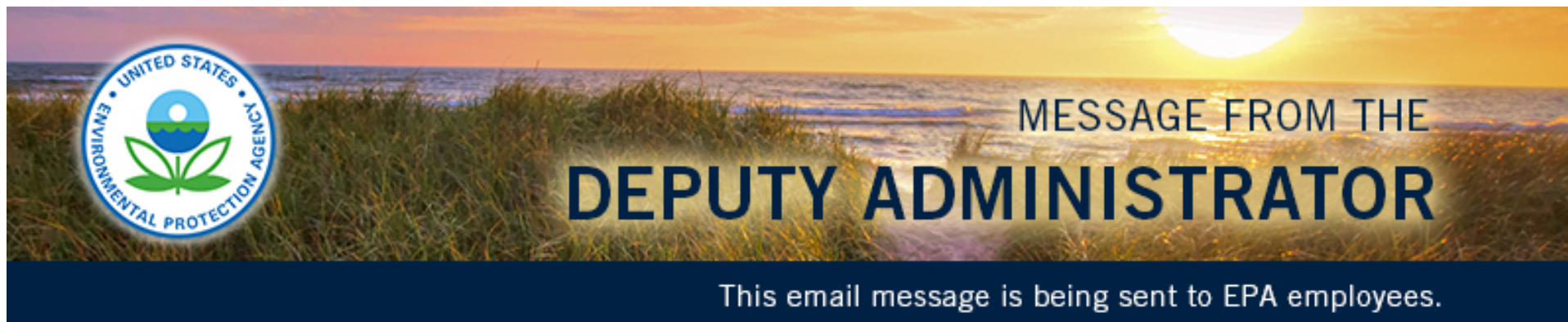
We also got some clear signals of concern in a few areas—specifically, the questions about workload and setting priorities. We hear you and know that many of you have too much on your plates and are trying to find an appropriate work-life balance. Over the coming days and weeks, I, your managers and first line supervisors, the Office of Human Resources, and the Executive Management Council will be poring over the data to identify what actions we can take in response. I encourage you to keep the feedback coming through engagement with your managers and by sharing your direct comments via email at evs@epa.gov.

While I could go on and on about these results, I will stop there and let you dig into the [2022 EVS Agency Results](#) on your own. We will make sure that managers in the offices and regions have data reported at the office and region level, so they can better understand what their employees are thinking and develop similar result summary presentations for their organization.

Thank you for your continued dedication to the mission. Together we will continue making EPA an even better place to work.

A handwritten signature in black ink, appearing to read "Janet", with a stylized flourish at the end.

From: Message from the Deputy Administrator <messagefromthedeputyadministrator@epa.gov>
Sent: Monday, November 14, 2022 10:03 AM
To: Message from the Deputy Administrator
Subject: Fall Wellness



Colleagues,

It has been a few months since my last COVID-19 email. While I'm sure you all are very grateful that you don't have to hear from me so often about the pandemic, that in no way means that the virus is not still very present in all of our lives.

With the holidays fast approaching and cold, flu, RSV, and COVID season already upon us, now is the time to take action to lower your risk of contracting or transmitting one of these viruses. The CDC has provided [some important tips](#) that we got used to doing during the pandemic like getting vaccinated, washing your hands, wearing a mask, covering your cough, and celebrating virtually or at a safe distance if you get sick or feel like you're coming down with something.

Even if you're like me and have already had COVID, these strategies, including vaccines, are our best defense from all of these germs and viruses. This year we have the annual flu shot and [updated COVID-19 vaccines](#) that are designed to target some of the current strains that doctors believe are circulating around the country.

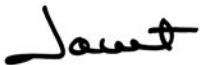
The Administration has worked to make these vaccines free, widely available, and easy to get. At EPA, you can get your flu shot, which is covered for free by your federal health insurance plan, by visiting one of the health units either here at [headquarters](#) or at your regional or satellite

office. (Contact your [local wellness coordinator](#) for more information.) While our health units are not administering COVID-19 vaccines at this time, you can find locations with appointments available for the updated vaccine at Vaccines.gov. You must be on the VPN to access health units. And, as a reminder, there is paid time off available for federal employees to get themselves or their family members vaccinated. See the additional information at the end of this email. Boosters are particularly important for individuals who are at high risk of severe COVID-19 or influenza.

So, as we look forward to celebrating the holidays with friends and family, I encourage everyone to take whatever steps you can to protect your health and the health of those around you, including vaccinations. This winter doesn't have to be like the last two winters. We have the tools we need—vaccines and other healthy practices, tests, and treatments—to keep us all as safe and as healthy as possible. In addition, our COVID workplace safety plan remains in place.

And don't forget to take action to reduce stress, get rest, eat healthy, and get moving. I like to take a walk in a park or my neighborhood before I sit down at the dinner to celebrate Thanksgiving, and I know there are plenty of Turkey Trots out there and maybe even some great pickup football or soccer games to be had.

Thank you for all your hard work and for everything you do to carry out the mission of EPA. I am thankful for you.



Additional Information

Administrative Leave for an Employee

Up to four hours of administrative leave may be granted to an employee to receive a COVID-19 primary series dose or booster if it is received during the employee's scheduled tour of duty. The administrative leave will cover the time it takes to travel to the vaccination site, receive the COVID-19 vaccine dose and return to work. Employees must obtain advance approval from their supervisor before using administrative leave for this purpose. Only the amount of leave necessary to receive the vaccination should be granted (e.g., an employee may not need four hours to receive a vaccination).

Leave granted for a COVID-19 booster or additional dose must be recorded in PeoplePlus using time reporting code "ADMSK". Employees are not required to submit a leave request when using administrative leave to receive the COVID-19 vaccination. Employees may not be credited with administrative leave or overtime work for time spent getting a vaccine dose outside their tour of duty.

Administrative Leave to Accompany a Family Member

Up to four hours of administrative leave may be granted to an employee who accompanies a family member to receive a COVID-19 primary series dose or booster if it is received during the employee's scheduled tour of duty. A "family member" for the purpose of granting administrative leave is defined by 5 CFR 630.201 as:

1. A spouse, and parents thereof;
2. Sons and daughters, and spouses thereof;
3. Parents, and spouses thereof;
4. Brothers and sisters, and spouses thereof;
5. Grandparents and grandchildren, and spouses thereof
6. Domestic partner and parents thereof, including domestic partners of any individual in (2) through (5) above; and
7. Any individual related by blood or affinity whose close association with the employee is the equivalent of a family relationship.

Only the amount of leave necessary to receive the vaccination should be granted. The employee must obtain advance approval and record the use of administrative leave in PeoplePlus, as noted in the "employee" section above.

Adverse Reactions

Employees who experience an adverse reaction to the COVID-19 vaccine may be granted up to two days of administrative leave by the supervisor. A "day" for this purpose is the number of hours in an employee's daily tour of duty:

- Eight hours on a straight-eight schedule.
- Eight, nine, or ten hours on a compressed work schedule.
- Eight hours on a flexible work schedule (e.g., maxiflex).

Employees who experience an adverse reaction should notify their supervisor in writing. Supervisors do not need medical documentation for granting administrative leave for this purpose. Supervisors should not seek any additional medical information from the employee (e.g., information about underlying health issues contributing to the adverse reaction or symptoms experienced during the adverse reaction). If the employee provides unsolicited medical documentation, it is subject to the Rehabilitation Act and should be kept in a secure location (e.g., in a locked drawer or folder and stored separately from other personnel records such as PARS and other documentation related to the employee) and should not be viewed or accessed by anyone who is not authorized to view such records. The employee must record the use of administrative leave in PeoplePlus as noted in the "employee" section above.

Employees may take sick leave or another appropriate type of paid or unpaid leave if they require more than two workdays to recover. For detailed information on leave related to the COVID-19 pandemic, please refer to the [leave considerations](#) found on the agency's [COVID-19](#) site. If you have questions, please contact one of the following:

- [Regional Human Resources Officers](#) (for employees in regional offices).

- [Program Management Officers](#) (for employees in a program office).
- Leave policy - [Policy and Accountability Branch](#).
- Time and attendance or PeoplePlus: [HRPayHelp](#).

From: Message from the Administrator <messagefromtheadadministrator@epa.gov>
Sent: Tuesday, November 15, 2022 12:50 PM
To: Message from the Administrator
Subject: One Year of Bipartisan Infrastructure Law Progress



Dear Colleagues,

One year ago today, President Biden signed the *Bipartisan Infrastructure Law* (BIL)—a once-in-a-generation investment in the future of our country. This historic legislation marks the largest appropriation EPA has ever received—effectively doubling the agency’s annual budget each year over the next five years. The past year has been an exciting one for all of us, and I am incredibly proud to celebrate the first anniversary of this momentous legislation.

From water infrastructure to environmental cleanups, to electric school buses and pollution prevention, we have made incredible [strides to date](#), and our work to make the most of this opportunity is well underway. Within the span of this first year, we have already:

- **Issued \$4 billion in State Revolving Fund capitalization grants** to states, Tribes, and territories to address long-standing water infrastructure needs
- **Obligated over \$1 billion across more than 100 Superfund sites**, including 70 sites impacting historically underserved communities
- **Awarded over 2,300 rebates for electric school buses** in all 50 states through the Clean School Bus Program
- **Reached hundreds of communities** through Brownfields grants, Pollution Prevention grants, and our geographic water programs
- **Implemented** strategies to ensure at least 40 percent of BIL funding flows to disadvantaged communities.

None of this progress would be possible without your hard work and commitment to our beloved agency. EPA has benefited tremendously from our experienced career staff and their years of expertise implementing critical programs. We have also welcomed hundreds of new team members—the next generation of EPA leaders—who have joined the agency in this first year to focus on implementing *BIL*. I am so grateful for all of you.

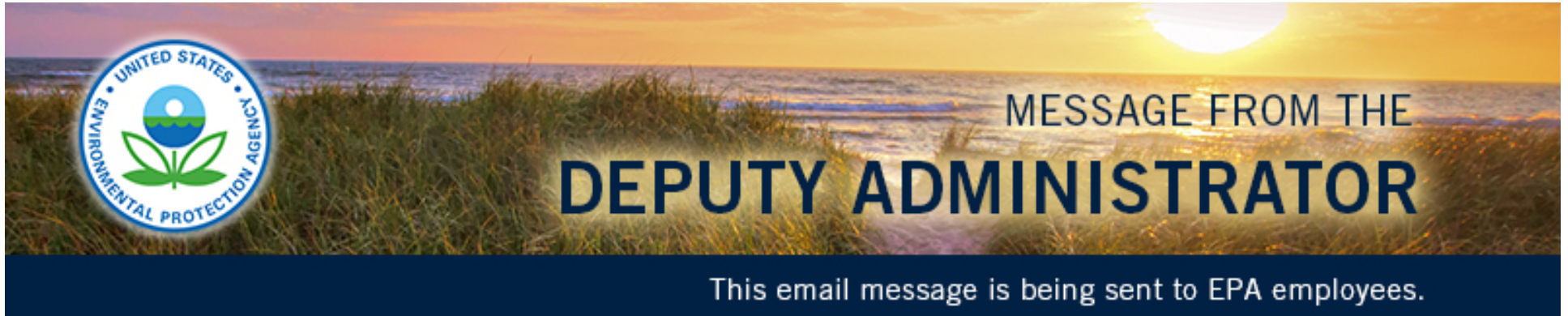
With your help, this law has already created jobs, provided economic opportunities, and launched community revitalization initiatives, while bringing tangible environmental and public health benefits for future generations. It has also reminded me of our unfinished work and the opportunities ahead for us to improve more lives in communities across this country—especially communities that have been overburdened and underserved for far too long.

With the truly unprecedented investments from *BIL* and the *Inflation Reduction Act*, we have a rare opportunity to move further and faster than we ever have in the past. Our efforts to advance environmental justice, tackle the climate crisis, and protect public health have never been more urgent. In the coming months, I hope you will join me in accelerating our work to address some of the most pressing environmental challenges of our time.

Thank you all for your incredible efforts over the last year. Implementing such a historic piece of legislation like *BIL* is a major endeavor and I am truly grateful for your dedication, devotion, and determination to advancing our mission to protect human health and the environment.

Michael S. Regan
Administrator

From: Message from the Deputy Administrator <messagefromthedeputyadministrator@epa.gov>
Sent: Monday, November 21, 2022 4:04 PM
To: Message from the Deputy Administrator
Subject: EPA Wins Samuel J. Heyman Service to America ("Sammies") Medal – 2023 Nomination Period Now Open



Colleagues,

Please join me in congratulating Cindy Newberg for being a winner at the [Samuel J. Heyman Service to America Medals](#) awards ceremony, affectionately known as the "Sammies" or the "Oscars" of government service. Cindy, from the Office of Air and Radiation, was awarded the Science, Technology and Environment Sammies Medal on September 20, 2022, for her instrumental role nationally and internationally to curb the use of hydrofluorocarbons. Learn more about [Cindy's award](#).

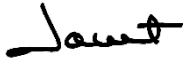
You can watch the Sammies television special as they honor Cindy and other government-wide award recipients. The television special will air on Wednesday, November 23 at 8 p.m. ET on Bloomberg TV and YouTube. Visit [Service to America Medals](#) for details.

The Sammies are awarded annually by the Partnership for Public Service. They are designed to highlight excellence in our federal workforce and inspire other talented and dedicated individuals to go into public service.

If you would like to nominate an EPA colleague for a 2023 Sammie medal, the Partnership for Public Service is accepting nominations now through January 13, 2023. We have exceptional people at EPA and need your help to identify colleagues who have made achievements to protect our air, land, and water and improved lives in communities across the country and the world. EPA has a great record of being recognized

for our innovative and strong public service leadership through the Sammies. Since the awards' inception in 2006, we have had 23 finalists and nine winners.

For details about the nomination and selection processes, award criteria and other information, please visit the [Partnership for Public Service website](#).

A handwritten signature in black ink, appearing to read "Jant".

From: Message from the Administrator <messagefromtheadadministrator@epa.gov>
Sent: Monday, November 21, 2022 6:56 PM
To: Message from the Administrator
Subject: Violence Against LGBTQIA+ Community in Colorado Springs



Dear Colleagues,

It is with a heavy heart that I write to you about yet another unconscionable act of violence and hate.

This past weekend, on the eve of Transgender Remembrance Day, a shooter opened fire at an LGBTQIA+ nightclub in Colorado Springs, killing five innocent people and leaving more than two dozen injured.

Like you, I am heartbroken for those whose lives were senselessly taken from us, for the families who are now grieving the memory of their loved one, and for the LGBTQIA+ community who has suffered horrific violence and, once again, must grapple with another traumatic attack.

In the wake of this tragedy, President Biden has [urged](#) the American people to stand together to “drive out the inequities that contribute to violence against LGBTQIA+ people.” As he stated, “We cannot and must not tolerate hate.” And with Congress poised to pass the Respect For Marriage Act, the President has also [reiterated](#) his call for Congress to pass the Equality Act to provide long overdue protections for all LGBTQIA+ people.

At the EPA, an agency whose mission is directly tied to the safety and wellbeing of all people, we are committed to empowering and uplifting our LGBTQIA+ employees and to working together to build a more just and inclusive world.

As EPA Administrator, I will never stop fighting to create a future in which all people are treated with dignity, respect, and compassion and are celebrated and loved for who they are. I am always proud to lead this outstanding agency, and during moments such as this, especially grateful to work alongside each and every one of you.

I know that so many of you are hurting right now, and I urge you to take care of yourselves, lean on one another, and seek the resources we have available, such as the [*Employee Assistance Program](#). You can also reach out to your [*LGBTQ+ Special Emphasis Manager \(SEPM\)](#) and [*Equality EPA](#) representatives.

In solidarity,

Michael S. Regan
Administrator

From: Message from the Administrator <messagefromtheadministrator@epa.gov>
Sent: Wednesday, November 23, 2022 7:52 AM
To: Message from the Administrator
Subject: Thanksgiving Day 2022



Dear Colleagues,

Thanksgiving marks the time of year when many of us gather with our friends and loved ones to enjoy a meal and reflect on what we're most thankful for. As we come together for the holiday and continue our celebration of Native American Heritage Month, may we remember the importance of expressing gratitude.

I'm thankful for all of you. Each of you plays an integral role in advancing EPA's mission of protecting people and the planet, and I have the privilege of seeing your work in action every single day. The dedication, commitment and resilience of our EPA family is second to none, and it's my honor to work alongside a group of truly passionate and immensely talented professionals.

I'm also thankful for the opportunity to meet with people whose lives we directly impact through our work at EPA. Now, thanks to the leadership of President Biden and Vice President Harris, we can supercharge our ability to improve people's lives across this country. The historic funding from the Bipartisan Infrastructure Law and Inflation Reduction Act, provides EPA with the resources to build on our work and strengthen our capacity to deliver for the American people.

We have a once-in-a-generation opportunity to create millions of jobs, modernize our infrastructure, combat the climate crisis, and address many of our nation's longstanding environmental justice challenges. Together, we will work to ensure these unprecedented resources reach the communities who need them most.

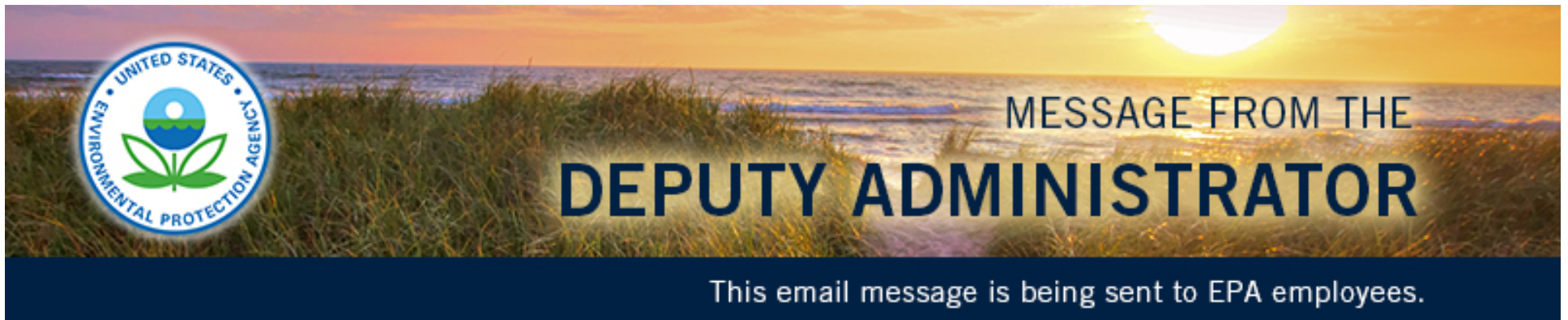
This past year has been deeply impactful, and we have so much to celebrate. Although we have much more to do, let's take a moment to acknowledge how far we've come. I hope you all have a healthy, happy, and restful holiday.

Thank you again for all that you've done and all that you will do.

Michael S. Regan
Administrator

From: Message from the Deputy Administrator <messagefromthedeputyadministrator@epa.gov>
Sent: Wednesday, November 30, 2022 5:14 PM
To: Message from the Deputy Administrator
Subject: You're Invited to Deputy Administrator McCabe's End of Year All Staff Celebration

(NOTE: The email links to contact the staffrsvp@epa.gov mailbox have been updated to open directly when clicked.)



Dear Colleagues,

2022 has been a great year for EPA—from implementing the Bipartisan Infrastructure Law, to the passage of the Inflation Reduction Act, to our efforts to return to the office after two long years of the COVID-19 pandemic, to the many things—big and small—we each do every day to protect human health and the environment.

I know this time of year is busy for many of you with the holidays upon us and end of year deadlines looming, but it is also the time of year when we can pause for a moment and look back on all of the amazing work we've done. For me, this year has been about meeting as many of you as possible—listening to your voices and hearing your ideas. I have enjoyed every single one of our conversations and they remind me that the people—that all of you—are what make EPA great. Your passion for delivering on our mission comes through loud and clear.

With that in mind, I would like to invite you to spend a few minutes on Monday, December 5th at 12:00pm EST with me and Region 3 Administrator Adam Ortiz to reflect on all that we have accomplished over the past year and celebrate together.

I am excited to share that Adam and I will be joined by Dar Williams, an American folk singer and songwriter who has woven her creativity, talent, and connection to the Earth into songs that call on each of us to notice what is important about the world we share and to act to protect our

planet. She will be sharing a few songs with us, and we will talk about her writing process and her interest and connection to environmental protection. I will also answer some of your questions—if you have one, [submit it in advance](#).

For this event, we will be welcoming employees to the Rachel Carson Room. So that we can get a sense of who will be joining us in person, we are encouraging you to [RSVP](#) in advance, but an RSVP is not required to attend the event.

If you will be joining remotely, we look forward to seeing you on Teams:

[Click here to join the meeting.](#)

Meeting ID: (b) (6)

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Phone Conference ID: (b) (6)

Thank you for all that you do for this agency and for the American public. I am looking forward to celebrating all of YOU and taking a few minutes out of our busy days to remember why we are proud to call EPA our home.

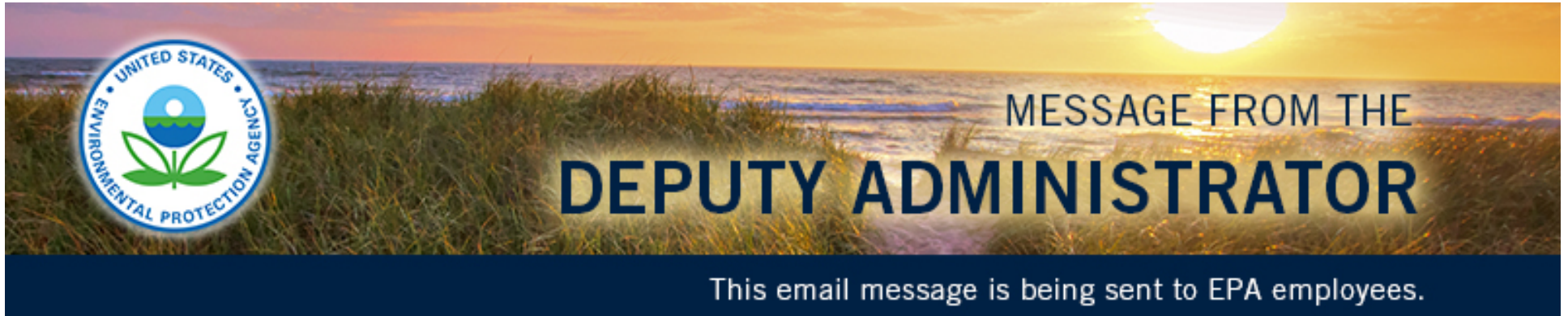


Accessibility Information: EPA will provide Communication Access Real-time Translation (CART captioning), ASL (American Sign Language) interpreters, and CLTs (Cued Language Translators). For ASL and CLT, please “pin” the camera feed in the Teams meeting for the service provider(s) you require. For CART services, please click on the “CC” button. If you need technical assistance on the day of the event, please contact your local IT helpdesk. Separately, if you require a disability accommodation, please contact Reasonable accommodations at disabilityaccommodations@epa.gov.

Please note, the Teams meeting has a 1,000 participant limit for full access to the platform (including the chat, reactions and all the camera feeds). Anyone joining the event after that will be placed in “view only” mode and will only be able to watch the active speaker and will not have access to the rest of the meeting platform. We will be recording the event and will make it available as soon as possible.

Please log-off the VPN before you join the meeting.

From: Message from the Deputy Administrator <messagefromthedeputyadministrator@epa.gov>
Sent: Monday, December 5, 2022 9:33 AM
To: Message from the Deputy Administrator
Subject: REMINDER: You're Invited to Deputy Administrator McCabe's End of Year All Staff Celebration



Dear Colleagues,

2022 has been a great year for EPA—from implementing the Bipartisan Infrastructure Law, to the passage of the Inflation Reduction Act, to our efforts to return to the office after two long years of the COVID-19 pandemic, to the many things—big and small—we each do every day to protect human health and the environment.

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Meeting ID: (b) (6)

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